

## Employment Committee Meeting

### Minutes

21 April 2011

Present: Atkinson, Coyle, Hagen, Paesl, Rasmussen, Rathjen, Tyrrell.

Excused: Vohland

1. 503 Compliance: Discussed our meeting with the Office of Federal Contract Compliance. We did come up with some recommendations as to how we can work with them. These will be shared with the Marketing Committee. The suggestions included having OFCCP provide training to our staff, having VR be a presenter at the spring town hall meeting and having them distribute some VR information to companies who are going through a compliance review.
2. Darla and Beth shared information from the compliance training they attended in Lincoln in which Cari Dominguez was the presenter. Some things they shared:
  - The key word today is talent. Businesses are focused on what a person can bring to an organization.
  - There is focus by the government to get people hired who have been off work for a year. There is talk of tax incentives being offered.
  - There is also an effort to prevent businesses from using credit checks as a means of screening people out. 40-47% of businesses are using them now. This further hurts those who have been laid off from work for a period of time.
  - Retaliation is the biggest issue in discrimination cases today. 36% of discrimination cases are focused on employer retaliation. This replaces race, gender and age.
  - Need to be more proactive in accommodations. Organizations such as ATP should do more in emphasizing "best practices" to businesses.
  - The Obama administration is pushing compliance. Only 22% of companies covered by 503 are in compliance with their hiring practices.
  - Compliance looks at how a company recruits, provides outreach and accommodates in their hiring practices with the disabled, vets, women, minorities and elder workers.
  - There is subtle discrimination going on in the workplace. An example would be paying women less for the same job a man is doing.

The committee felt it was important to focus on talent rather than compliance when marketing to employers.

3. Elizabeth Paesl discussed her outreach efforts with Manpower. Manpower is making a national effort to do outreach to people with disabilities and help them find employment. Manpower wants to focus on Omaha first and see if they can develop a program with VR and then extend it to their other locations in Lincoln and Kearney. Darla reported that she have begun conversations with Manpower in Lincoln since they are pleased with how well things are going in Omaha. Elizabeth will keep the committee updated.
4. Mark raised the question of asking people if they are receiving TANF on the Job Search Agreement since the company who would hire them receives a fairly decent tax break. The committee looked at where the question would be on the Job Search Agreement and felt that in addition we should be asking if they're a felon or veteran for their specific tax break. These suggestions will be passed on the Sandy Ham to adjust the form and then get input from Mark.
5. Quest Changes: Following our meeting last month, we discussed ways that Q2 could help in more efficient case management. Our thought was that each service would have its own page driven by that service. For example, if you clicked on Job Seeking Skills, you would go immediately to that screen which would have a list of things you need to record about JSS. This note would then automatically go into the task notes.
6. Review task note guidelines from Don Crouch. Committee was in agreement with Don. This will be forwarded to him.
7. Updated on training for working with consumers with criminal background. Mark is working with TACE to get this set up.